

as one of the most desirable areas in New York.

The parents, students, teachers and principals that live in and around Kew Gardens are particularly familiar with Carol's volunteer work in strengthening neighborhood schools like P.S. 99, J.H.S. 190, and the Hillcrest High School. Carol has also held several leadership positions in local school boards, such as the Queens Confederation of High School Parents Associations where she served as president and the Citywide Confederation of High School Parents Associations as Chair. She also served as Chair of the Forest Hills Adult Education Systems Advisory Council and Secretary of the Citywide Adult Education Association.

Her commitment and remarkable understanding of the parent/teacher partnership has done much to establish Queens schools as first-rate. However, even after a long period of serving community schools, Carol continued her local activism through the Kew Gardens Civic Association. She is well-known almost everywhere in Queens for inspiring a sense of honor and duty in every neighborhood. Our city owes enormous gratitude to Carol's fearless leadership and indomitable will to make Queens a better place to live. On behalf of the people of Kew Gardens, I congratulate her for her outstanding community work.

THE FAMILY AND MEDICAL LEAVE ACT

HON. GEORGE R. NETHERCUTT, JR.

OF WASHINGTON

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 23, 1996

Mr. NETHERCUTT. Mr. Speaker, today I am introducing a bill to correct a provision in the Family and Medical Leave Act that imposes an inequity on married couples working for the same employer.

I first learned about the need to change section 102(f) of the Family and Medical Leave Act from a constituent who directs human services for a small business in the fifth district of Washington. My constituent was approached by two couples, one married and the other unmarried, who worked at her firm. Both couples were expecting a child and wanted to know how much family leave they were entitled to under the Family and Medical Leave Act.

The answer? Because of section 102(f), the unmarried couple was entitled to twice as much family and medical leave—24 weeks—as the married couple, which was limited to a total of 12 weeks to care for their newborn child. The only reason for this difference was that the Family and Medical Leave Act limits benefits for spouses—and only spouses—working for the same employer.

This section was included in the bill so that the Family and Medical Leave Act does not create a double burden on businesses that hire married couples or have employees who marry. However, the law does not similarly limit the leave entitlement of siblings or unmarried couples working for the same employer even though they may also require simultaneous leave periods. This discrepancy creates an inadvertent "marriage penalty" in the Family and Medical Leave Act.

When the Department of Labor asked for comments on this provision, several respond-

ents reacted unfavorably. According to the introduction to the final family and medical leave regulations,

Several commenters took issue with the reasoning for limiting leave entitlements for spouses employed by the same employer. Two individuals opposed the limitations as being *discriminatory against spouses*. . . . [T]he regulations provide no guidance in connection with siblings employed by the same employer. *The Society for Human Resource Management noted that two employees living together but not legally married can each take 12 weeks for the birth or placement of a child, and recommended revising the regulations to provide that the 12-week-total limitation would also apply where both parents of a child work for the same employer.* (emphasis added).

The legislation I have introduced addresses the concerns of my constituent and the experts who reviewed the regulations issued by the Department of Labor. My bill corrects this marriage penalty by applying the same 12-week limitation to siblings and to both married and unmarried parents. As in the current law, this limitation applies when leave is available for the birth or adoption of a child or to care for a parent. This legislation is a positive step toward improving our Federal workplace laws and I urge my colleagues to support it.

IN MEMORY OF HAROLD F. OGDEN

HON. FRANK R. WOLF

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 23, 1996

Mr. WOLF. Mr. Speaker, I have the sad duty to report the passing last month of a remarkable American patriot, Harold F. Ogden, of Fairfax, VA, who died on March 14 at the age of 98.

Harold Ogden, a retired colonel in the Army reserve, was a native of Melrose, MA and had lived in the Washington, DC., area since 1946. He began his military career with the 1st Cavalry of the Massachusetts Volunteer Militia in 1916. The following year, he took part in the punitive expedition against Pancho Villa in Mexico. He was called to active Army duty for World War I service in Europe as a motorcycle courier, then served in the army of occupation in Germany.

He retired from the Army as a captain in 1926 and worked as a construction engineer in Melrose before being recalled to active duty as a major near the outbreak of World War II. During the war, he served in the United States, Europe and the Middle East before retiring in 1946. He retired from the reserves in 1955.

I will always remember Colonel Ogden for his devoted service to the American Legion, which he served for 74 years, and the opportunities I had to participate with him in wreath laying ceremonies in the 10th District of Virginia to honor our Nation's veterans on Veterans Day. He never aspired to high office in the American Legion, but he served when called and was a past commander and chaplain emeritus of Unknown Soldier Post 44 in Arlington, VA; chaplain emeritus of the Virginia Department of American Legion's 17th District. He also held and committee posts for the department of Virginia including serving on the finance committee and chairing a Legion beautification project in Arlington.

He was a member of the La Societe of the Forty & Eight and served Voiture Locale 934 offices up to and including Chef de Gare, and was chaplain emeritus of both Voiture 934 and the Grande du Virginia.

In 1991, Colonel Ogden was among the World War I veterans that took part in special memorial services in France in remembrance of the American Expeditionary Force. He had been decorated with the Silver Star during the War and received the French Croix de Guerre at the memorial service.

Mr. Speaker, we honor the memory of Harold Ogden and the devoted service he gave to this Nation and send our sympathies to his wife Ruth Ogden of Fairfax, his children and grandchildren.

EARTH DAY TRIBUTE TO CHESAPEAKE BAY ALLIANCE

HON. WAYNE T. GILCHREST

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 23, 1996

Mr. GILCHREST. Mr. Speaker, in recognition of the nationwide celebration of Earth Day, I would like to pay special tribute to the Chesapeake Bay Alliance, a group of dedicated men and women who for 25 years have sought to leave this planet just a little bit better than the way we found it.

The Alliance has proven that when Americans feel strongly about something—in this case the health of the Chesapeake Bay—all they need to do is work together for the common good.

It brings together businesses, citizen groups, industries, farmers, environmentalists, scientists, government leaders, and others, to achieve the mission of restoring and preserving the Chesapeake Bay.

Whether it's through their public policy program, which encourages public participation in restoration strategies, their information services program, which helps educate all of us about the Bay, or the watershed restoration program, involving hundreds of volunteers who take a hands-on approach to restoring this unique ecosystem.

For 25 years, the Chesapeake Bay Alliance has served as a model of how citizens can work together and make a difference. I hope we can look forward to many more years of their dedicated service.

MITSUBISHI MOTORS STILL DOESN'T GET IT—PROTESTING THE EEOC SUIT DOES NOT DEAL WITH SEXUAL HARASSMENT

HON. TOM LANTOS

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 23, 1996

Mr. LANTOS. Mr. Speaker, like many of my colleagues I was both amused and appalled by the actions yesterday of the Mitsubishi Motor Manufacturing of America. In response to a suit filed by the U.S. Equal Opportunity Commission [EEOC] alleging sexual harassment of female workers at its Normal, IL, manufacturing plant, Mitsubishi chartered 59 buses to carry employees of the company plant in